

# 1828

AGREEMENT

BETWEEN

MAURICE M. PINE FREE PUBLIC LIBRARY  
FAIR LAWN, NEW JERSEY

AND THE

FAIR LAWN LIBRARY EMPLOYEES GROUP

JANUARY 1, 1997 THROUGH DECEMBER 31, 1998

Negotiations having been undertaken between the Fair Lawn Library Board of Trustees and the Fair Lawn Library Employees Group and

The matters under negotiation having been accepted by both parties to these negotiations, the undersigned representatives of the parties to this document stipulate that agreement on the terms and conditions of employment have been reached and are hereto made a part of this Agreement:

It is hereby agreed that for the calendar years of 1997 and 1998:

1. All existing benefits and working conditions as outlined in the Staff Manual (except as modified herein) as well as State Civil Service rules (local service regulations) shall be part of this contract. All prior contractual arrangements not codified in the Staff Manual shall remain in effect unless changed herein.
2. The term of this contract shall be for a period of two years.
3. Beginning in 1997, the Library will be open on Lincoln's Birthday, which is now a holiday, and that for working that day, all permanent employees will be given a floating holiday.
4. The eight step salary schedule for the titles Junior, Senior and Supervising Library Assistant will be compressed to Base plus seven (7) steps in 1997 and Base plus six (6) steps in 1998.
5. In 1997, the salary of each job title represented by F.L.L.E.G. shall be increased by 3.75% on the base level and the salary for each job title shall be increased by 3.75% on each subsequent step of the salary guide. (See Schedule A attached hereto and made a part hereof).
6. In 1998, the salary of each job title represented by F.L.L.E.G. shall be increased by 3.75% on the base level and the salary for each job title shall be increased by 3.75% on each subsequent step of the salary guide. (See Schedule A attached hereto and made a part hereof).

7. The Library will continue to pay the full cost of all medical, dental and prescription benefits for all eligible employees during the term of the contract period.
8. All permanent full-time employees covered by this contract shall be entitled to receive up to \$200.00 during the term of this contract for any eye examination and other eye care to include glasses, contact lenses and follow-up visits.
9. The Board of Trustees and F.L.L.E.G. agree to enter into collective negotiations for a successor contract no later than September 15 of the year in which the contract expires. Negotiation meetings will be held on alternate weeks until agreement is reached or unless changed by mutual agreement.
10. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing executed only by both parties.
11. A photocopy of this contract will be given to each staff member and duplicated at library expense.
12. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision of application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
13. This Agreement shall take effect January 1, 1997, except where stated otherwise.

**SCHEDULE A - 1997, 1998 SALARY CHARTS**

<b>TITLE</b>	<b>1996 (4% Inc.)</b>	<b>1997 (3.75% Inc.)</b>	<b>1998 (3.75% Inc.)</b>
<b>Principal Librarian TP/Sco</b>	Inc. 2,689	Inc. 2,790	Inc. 2,895
	B 38,666	B 40,116	B 41,620
	1 41,355	1 42,906	1 44,515
	2 44,044	2 45,696	2 47,410
	3 46,733	3 48,486	3 50,305
	4 49,422	4 51,276	4 53,200
<b>Fezell</b>	5 52,113	5 54,067	5 56,095
	52,113	54,067	56,095
<b>Principal Librarian</b>	Inc. 1,838	Inc. 1,907	Inc. 1,979
	B 38,666	B 40,116	B 41,620
	1 40,504	1 42,023	1 43,599
	2 42,342	2 43,930	2 45,578
	3 44,180	3 45,837	3 47,557
	4 46,018	4 47,744	4 49,536
<b>Zimmer Nafz</b>	5 47,856	5 49,651	5 51,513
	47,856	49,651	51,513
		40,116	43,599
<b>Senior Librarian</b>	Inc. 1,748	Inc. 1,814	Inc. 1,882
	B 34,568	B 35,864 (19.71 hr)	B 37,209 (20.44 hr)
	1 36,316	1 37,678	1 39,091 (21.48 hr)
	2 38,064	2 39,492	2 40,973
	3 39,812	3 41,306	3 42,855
	4 41,560	4 43,120	4 44,737
<b>Nedswick Kruegel</b>	5 43,309	5 44,933	5 46,618
	43,309	44,933	46,618
		35,864 (19.71 hr)	39,091 (21.48 hr)
<b>Junior Librarian</b>	Inc. 1,933	Inc. 2,005	Inc. 2,081
	B 31,408 (17.26 hr)	B 32,586 (17.90 hr)	B 33,808 (18.58 hr)
	1 33,341 (18.32 hr)	1 34,591 (19.01 hr)	1 35,889 (19.72 hr)
	2 35,274 (19.38 hr)	2 36,596 (20.11 hr)	2 37,970 (20.86 hr)
	3 37,207 (20.44 hr)	3 38,601 (21.21 hr)	3 40,051 (22.01 hr)
	4 39,140 (21.50 hr)	4 40,606 (22.31 hr)	4 42,132 (23.15 hr)
	5 41,073 (22.57 hr)	5 42,613 (23.41 hr)	5 44,211 (24.29 hr)

SCHEDULE A - 1997, 1998 SALARY CHARTS

TITLE	1996 (4% Inc.)	1997 (3.75% Inc.)	1998 (3.75% Inc.)
<b>Supervising Library Assistant</b>	Inc. 1,412 B 28,325 1 29,737 2 31,149 3 32,561 4 33,973 5 35,385 6 36,797 7 38,209 8 39,618	Inc. 1,674 B 29,387 1 31,061 2 32,735 3 34,409 4 36,083 5 37,757 6 39,431 7 41,104	Inc. 2,026 B 30,489 1 32,515 2 34,541 3 36,567 4 38,593 5 40,619 6 42,645
Holzbaur	39,618	41,104	42,645
<b>Senior Library Assistant</b>	Inc. 1,575 B 23,742 1 25,317 2 26,892 3 28,469 4 30,042 5 31,617 6 33,192 7 34,767 8 36,341	Inc. 1,867 B 24,632 1 26,499 2 28,366 3 30,233 4 32,100 5 33,967 6 35,834 7 37,704	Inc. 2,260 B 25,556 1 27,816 2 30,076 3 32,336 4 34,596 5 36,856 6 39,118
Wilson	36,341	37,704	39,118
Parker	36,341	37,704	39,118
Brice	36,341	37,704	39,118
Westergaard	31617	35834	39118
Primerano	26892	30233	34596
<b>Junior Library Assistant</b>	Inc. 1,299 (.71 hr) B 21,221 (11.66 hr.) 1 22,520 (12.37 hr) 2 23,819 (13.08 hr) 3 25,118 (13.79 hr) 4 26,417 (14.50 hr) 5 27,716 (15.21 hr) 6 29,015 (15.92 hr) 7 30,314 (16.63 hr) 8 31,613 (17.37 hr)	Inc. 1,540 (.85 hr) B 22,017 (12.10 hr) 1 23,557 (12.94 hr) 2 25,097 (13.79 hr) 3 26,637 (14.64 hr) 4 28,177 (15.48 hr) 5 29,717 (16.33 hr) 6 31,257 (17.17 hr) 7 32,798 (18.02 hr)	Inc. 1,864 (1.03 hr) B 22,843 (12.55 hr) 1 24,707 (13.58 hr) 2 26,571 (14.60 hr) 3 28,435 (15.62 hr) 4 30,299 (16.65 hr) 5 32,163 (17.67 hr) 6 34,028 (18.70 hr)

SCHEDULE A - 1997, 1998 SALARY CHARTS

Green		23,557 (1)	26,571 (2)
Mulry	27,716 (5)	31,257 (6)	34,028 (6)
Carr	21,221 (11.66 hr)	22,017 (12.10 hr)	24,707 (13.58 hr)
Raymond	21,221 (11.66 hr)	22,017 (12.10 hr)	24,707 (13.58 hr)
Kleinberg		32,798 (18.02 hr)	34,028 (18.70 hr)
Plowman	23,819 (13.08 hr)	26,637 (14.64 hr)	30,299 (16.65 hr)

<b>Supervising Maintenance Repairman</b>	Inc. 2,089	Inc. 2,167	Inc. 2,248
B	33,173	B 34,417	B 35,708
1	35,262	1 36,584	1 37,956
2	37,351	2 38,751	2 40,204
3	39,440	3 40,918	3 42,452
4	41,529	4 43,085	4 44,700
5	43,616	5 45,252	5 46,949
Simcic	43,616	45,252	46,949

<b>Building Maintenance Worker</b>	Inc. 1,815	Inc. 1,883	Inc. 1,954
B	24,980	B 25,917 (14.24 hr)	B 26,889 (14.77 hr)
1	26,795	1 27,800 (15.27 hr)	1 28,843 (15.85 hr)
2	28,610	2 29,683 (16.31 hr)	2 30,797 (16.92 hr)
3	30,425	3 31,566 (17.34 hr)	3 32,751 (18.00 hr)
4	32,240	4 33,449 (18.38 hr)	4 34,705 (19.07 hr)
5	34,055	5 35,332 (19.41 hr)	5 36,657 (20.14 hr)

Vacant

1997 Full Time Salaries at 3.75% Increase

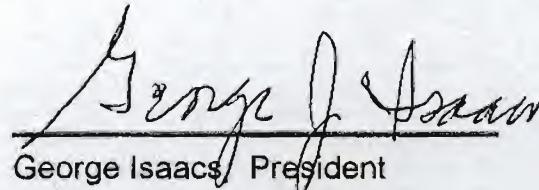
Employee	Hired	Years	1996 Base	1997 3.75%	Long %	Long \$	Stipend	Total
Fezell	2/71	25	\$52,113	\$54,067	10	\$5,407		\$59,474
Zimmer	6/67	29	\$47,856	\$49,651	11	\$5,462		\$55,113
Nedswick	3/80	16	\$43,409	\$44,933	6	\$2,696		\$47,629
Nafz	10/94	2	\$36,316	\$40,116	0	\$0		\$40,116
Holzbaur	3/67	29	\$39,618	\$41,104	11	\$4,521	\$1,000	\$46,625
Parker	2/71	25	\$36,341	\$37,704	10	\$3,770		\$41,474
Wilson	11/66	30	\$36,341	\$37,704	12	\$4,524		\$42,228
Brice	10/73	23	\$36,341	\$37,704	9	\$3,393		\$41,097
Westergaard	4/90	6	\$31,617	\$35,834	2	\$717		\$36,551
Mulry	4/91	5	\$27,716	\$31,257	2	\$625		\$31,882
Simcic	1/93	4	\$43,616	\$45,252	1	\$453		\$45,705
Primerano	6/95	1	\$26,892	\$30,233	0	\$0		\$30,233
Green	7/96	0	\$21,221	\$23,557	0	\$0		\$23,557

## 1998 Full Time Salaries at 3.75%

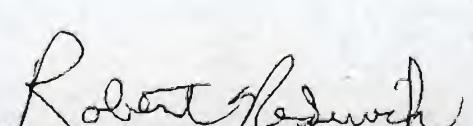
Employee	Hired	Years	1997 Base	1998 3.75%	Long %	Long \$	Stipend	Total
Fezell	2/71	26	\$54,067	\$56,095	10	\$5,610		\$61,705
Zimmer	6/67	30	\$49,651	\$51,513	12	\$6,182		\$57,695
Nedswick	3/80	17	\$44,933	\$46,618	6	\$2,797		\$49,415
Nafz	10/94	3	\$40,116	\$43,599	1	\$436		\$44,035
Holzbaur	3/67	30	\$41,104	\$42,645	12	\$5,117	\$1,000	\$48,762
Parker	2/71	26	\$37,704	\$39,118	10	\$3,912		\$43,030
Wilson	11/66	31	\$37,704	\$39,118	12	\$4,694		\$43,812
Brice	10/73	24	\$37,704	\$39,118	9	\$3,521		\$42,639
Westergaard	4/90	7	\$35,834	\$39,118	2	\$782		\$39,900
Mulry	4/91	6	\$31,257	\$34,028	2	\$681		\$34,709
Simcic	1/93	5	\$45,252	\$46,949	2	\$939		\$47,888
Primerano	6/95	2	\$30,233	\$34,596	0	\$0		\$34,596
Green	7/96	1	\$23,557	\$26,571	0	\$0		\$26,571

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this day of December, 1996.

FOR THE BOARD OF TRUSTEES

  
George Isaacs, President

FOR THE FAIR LAWN LIBRARY  
EMPLOYEES GROUP

  
Robert Nedwick, President